

INFECTION CONTROL PROGRAM

In order to safeguard the school community from the spread of certain vaccine-preventable diseases and in recognition that prevention is a means of combating the spread of disease, the board strongly urges that school staff members (including volunteers) provide documentation of immunization or evidence of immunity against certain vaccine-preventable diseases. The following immunizations are recommended for school staff members: measles, mumps, rubella (MMR), varicella (chickenpox), diphtheria, tetanus, and pertussis (Tdap and Td), and influenza (flu). Staff members born prior to January 1, 1957 need not provide evidence of immunity to measles; these individuals are considered naturally immune.

In the event of an outbreak of a vaccine-preventable disease in a school, the local health officer has the authority to exclude a susceptible staff member. If excluded, they are not eligible to receive sick leave benefits because of the exclusion itself. To qualify for benefits, they must be ill or temporarily physically-disabled, or is provided for in a collective bargaining agreement with the district.

The Superintendent or designee will evaluate all job duties of district staff members to determine which staff members have reasonably anticipated on-the-job exposure to blood or other potentially infectious material. The district will maintain a list of job classifications where employees have reasonably anticipated exposure to blood or other potentially infectious material. The hepatitis B vaccine will be provided at the district's expense to all employees identified as having risk of directly contacting blood or other potentially infectious material at work.

In the event that a staff member has a specific exposure to blood or other potentially infectious material, the staff member will be provided, at district expense, with confidential medical evaluation, follow-up and treatment, if indicated.

The district will provide annual training to all staff members with reasonably anticipated exposure to blood or other potentially infectious material. All staff members will receive district provided training on HIV/AIDS within six (6) months of initial employment.

Records will be kept in strict confidence regarding the hepatitis B vaccine status of all staff members with reasonably anticipated exposure to blood or other potentially infectious material and for each occupational exposure a staff member has to blood or other potentially infectious material. The records will be kept for the duration of the staff member's employment, plus thirty (30) years. The district will also keep records that staff members have received appropriate training.

Cross References:

2126 - AIDS Prevention Education

3410 - Student Health

3414 - Infectious Disease
4020 - Confidential Communications
4200 - Safe and Orderly Learning Environment
5005 - Employment: Disclosures, Certification,
Assurances and Approval
5020 - Collective Bargaining
5050 - Contracts
5230 - Job Descriptions/Responsibilities
5401 - Sick Leave
5403- Emergency and Discretionary Leave
5404 - Family, Medical and Maternity Leave
5630 - Volunteers

3414 - Infectious Diseases

Legal References:

Chapter 246-110 WAC Contagious disease --
School districts and day care centers
Chapter 296-823 WAC Occupation exposure to
blood borne pathogens
Chapter 392-198 WAC Training — school
employees — HIV/AIDS

Management Resources:

2020 – September Alert
2015 - June Policy Issue
2015 - April Policy Issue

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